

DATE: 03-17-05
 NAME: Hendricks Felicia Suzette CLASSIFICATION: Correctional Officer I
 Last First Middle

INSTITUTION: Kilby SECTION/SHIFT: 2nd

YEARS WITH DEPARTMENT OF CORRECTIONS: 4 1/2 YEARS IN CLASSIFICATION: 4 1/2

SUPERVISOR'S NAME: Warden Terrance McDaniell DATE OF ALLEGED INCIDENT OR MISAPPLICATION OF RULE OR REGULATION: 03-04-05

NATURE OF GRIEVANCE: Being singled out / dismissed for having a small pocket knife on state property; numerous of officers at Kilby have been found to have knives and other unauthorized items inside and on state property. Supervisors had informed the officers to take their weapons back to the cars and return to work. Names and events will be explained in person. (SEE CONTINUATION)

REMEDY SOUGHT: The same type of discipline be enforced against each officer the same way. Be advised this is the first time Officer Hendricks have had any form of discipline. See complaint form 1, 2 and 3 for further details. (SEE CONTINUATION)

DECISION RECEIVED AT STEP ONE: _____

DECISION RECEIVED AT STEP TWO: _____

Felicia Hendricks 3/17/05
 SIGNATURE OF GRIEVANT

DECISION AT STEP THREE: _____

SIGNATURE/TITLE/DATE

CONTINUATION OF REMEDY SOUGHT:

Request a personal conference with whom ever is concerned.

CONTINUATION OF GRIEVANCE DATED 03/17/05

The subject matter addressed by Warden Terrance McDonnell quoting abstracts from Regulation #207 and #208 do not apply in my situation unless it apply to certain Officers. Numerous shakedowns of cars at Kilby Prison have found knives, weapons and other materials with no action taken against the other officers.

As Officer Hendricks has stated earlier two other female officers and an unknown female approached Officer Hendricks in a non-friendly manner using profanity and aggression, in my opinion I had no other choice but try and ward them off. At Kilby there have been incidents where officers have been in struggles at the camp/parking lot with no further action taken, officers involved in domestic violence with their wives/girlfriends with or without weapons with no further action taken against them.

Officer Hendricks was called in for a Pre-Dismissal Conference as explained in the final report, without allowing Officer Hendricks to explain my situation in which is a violation of my due process. Why am I being singled out with a first time offense and dismissal without a warning or a second chance or reprimand? Officer Hendricks request a detail investigation of my so call Pre-Dismissal Conference which turned out to be a dismissal without my knowledge.

Alicia Hendricks 3/17/05

RECEIVED

GRIEVANCE FORM FOR STEP 3

(1 - 3)

2005 JUL 12 A 9:43

DATE OF GRIEVANCE (ACT): 03/01/05
 CHECK IF ADA FILING: NO
 FILE STEP 2: 3
 FILE STEP 3: 3

FILED STEP 1: _____
 COMPLETED STEP 1: _____
 COMPLETED STEP 2: _____
 COMPLETED STEP 3: _____

NAME: Alicia Hendricks SSN: 420-98-2608
 INSTITUTION: Kilby Correctional Facility CLASSIFICATION: COI
 YEARS OF SERVICE W/DOC: 5 IN CLASSIFICATION: COI
 SUPERVISOR'S NAME: Warden Terrance McDonnell SECT/SHIFT: 2nd
 NATURE OF GRIEVANCE: Being considered for dismissal for making a defensive act facing down two female officers and a civilian female who made aggressive moves toward Officer Alicia Hendricks. (See continuation for further details). Inclosures 1 thru 6

REMEDY SOUGHT

For my actions I deserve some form of discipline/guidance but not dismissal. I am willing to attend and complete anger management classes, if desired. I'm a single parent with two young girls to support and I need my job being a single parent and doing a professional job with D.O.C. I request appropriate actions to be taken against the other parties.

Alicia Hendricks
 SIGNATURE OF GRIEVANT

DECISION AT STEP _____

SIGNATURE/TITLE/DATE

INCL. 1

On February 10, 2005 at approximately 10:00pm COL Edwin Hendricks invited for COL Satyan Nelson to ask Mrs. Nelson about the rumors spreading inside the institution among officers, nursing staff and inmates. As COL Nelson approached her car, which both Hendricks and Nelson cars were parked side by side. COL Hendricks asked COL Nelson in a calmly manner, "Do you have anything to say to me?" COL Nelson said, "No" in a smug tone. COL Hendricks said, "Are you sure?" Then COL Hendricks said to Mrs. Nelson then, "Why is you going around her telling people that I stole your money?" COL Nelson replied, "You did." COL Hendricks told Mrs. Nelson that I (Hendricks) don't have to steal from you, after all the times I let you borrow money. By that time our voices (Hendricks + Nelson) started getting louder. We both (Hendricks + Nelson) were in each other's face yelling and crying. Then COL Kummer Pean, Roswell Pettaway, Jey Craig and stated you'll need to

leave that mess alone. CO1 Michael Armstrong observed the incident from his car. CO1 Penn, Pettway and Craig stated you'll need to leave. CO1 Nelson stated, "I'm not leaving and ain't nobody fixing to fight, I need to talk to Mrs. Hendricks and get this off my chest." CO1 Penn stated to CO1 Nelson, "I'll give you \$100 dollars and you'll just leave with this mess. Then CO1 Nelson stated, "The money isn't the issue, Mrs. Hendricks haven't spoke to me or said anything to me in two whole weeks and that's why I thought she had my money." I replied to Mrs. Nelson, "I don't have your money and why would I steal from you anyway. I don't have to steal. By that time Mrs. Nelson said, "You'll leave me alone I just want to talk to Mrs. Hendricks alone." Then after that Mrs. Nelson asked me to get in her (Nelson) car and I did.

The arguing had ceased as CO1
Hendricks and Nelson was in
his car talking to each other. I
told Mrs. Nelson, I don't have
your money and why would I
steal from you anyway after all the
times I gave you money for gas
and whenever you asked me I
gave it to you and I never
bounced you about paying me
back. Then Mrs. Nelson replied,
"Damn, it's been two weeks and
you haven't spoke to me or said
a word to me." I told Mrs. Nelson
what do you expect for me to
say when you're going around
accusing me of stealing your
money. The right thing you could
have done was come to me
and ask me instead of accusing
me. CO1 Hendricks and Nelson
both apologized to each other. By
that time CO1 Kenneth Colburn, a
former friend and a child had
pulled up in front of CO1 Nelson's

car. In which, CO1 Colbert had left the parking lot for home and returned back. CO1 Colbert got out of his (Colbert) car and approached CO1 Nelson's driver door, opened it and stated to CO1 Nelson, "Are you alright?" CO1 Nelson replied, "I'm fine, I just want to talk to Mr. Demichio." Then CO1 Colbert stated to CO1 Nelson, "I'm my friend and I'm not leaving." I told CO1 Nelson that let's see you later. As I (Demichio) got out the passenger side of Nelson's car while CO1 Colbert was standing at the driver side, CO1 Colbert stated to CO1 Nelson, "I told you that Bitch isn't shit." CO1 Demichio replied to CO1 Colbert "this doesn't have anything to do with you." Then Colbert stated to Demichio, "We (Colbert + Nelson) don't like you anyway." CO1 Demichio replied, "Who cares because I don't like you either."

Then Colbert walks to her car pulled off her jacket, pulled her shirt out and said calling ~~Sandwich~~ all kinds of Bitches and Does, telling me to bring it on. At that time Colbert continued to walk back and forth to her car yelling out loudly. By that time her female friend got out the car and opened the back door, then that's when I grabbed my pocketknife from the inside of my driver door and pulled it out. By that time CO1 Penn had grabbed my hand and took it from me. Then CO1 Colbert started yelling "She's got a knife, Bitch you got to use a knife. I replied to CO1 Penn who was holding me that, "That Bitch ain't shit." Then CO1 Penn pushed me in my car and closed the door and I CO1 Sandwich pulled off and left, then CO1 Nelson

followed me (Hendricks).

On February 27, 2005 at approximately 10:35 pm, CO1 Hendricks called CO1 Nelson on her (Nelson) cell phone and we talked. CO1 Nelson said she was wondering when I was going to call her. I (Hendricks) told her that I didn't know if you really wanted to talk to me. CO1 Nelson said "I'm not mad at you and I told her I wasn't mad at her either. Then we talked about a few things and then she said she didn't think that things would have gone this far. She (Nelson) said that she heard that I (Hendricks) could lose my job and she (Nelson) didn't want that to happen. Then I (Hendricks) asked her do you have a problem working with me and she (Nelson)

said "no." But she (Nelson) said that Colbert said "She (Colbert) didn't want me to lose my job either, but she (Colbert) can't work with me in fear of her (Colbert) life. I asked Mrs Nelson could she write a statement and she did say "yes," she have no problem with that, and that she (Nelson) would get back with me the next morning, but she never did.

Julia (Nelson)

INCL. 2

On 2-11-05 at approx. 11:03 PM,
upon ending my tour of duty at
Pelly Correctional Facility, As I left
Pelly I was heading toward my
apartment in the parking lot. As I left
Craig observed Mr. Felicia Hendrix
and Mr. Anthony Nelson getting in
Mr. Nelson's car. At approx. 11:03 PM,
As I left Craig began to pull out of
the parking lot. Mr. Anthony Robert
pull up her ^{car} behind me and
blocked my way out. As Craig then
asked Mr. Robert could she move her
car for me please. Mr. Robert then
told somebody in her car to move
it. They moved the car. As I left
Craig began to exit the property
and observed Mr. Robert walk toward
Mr. Nelson's car and open the driver's
side door. As I left Craig then drove off
and did not witness anything else.

Jay Craig

Document 1-2
DUTY POST LOG

DOC N054 Rev 6-20-89

INCL: 4

On February 10, 2005 at approximately 10:02 p.m. after leaving the institution and entering the parking lot. After walking to my car I observed COI Felicia Hendricks and COI Katana Nelson arguing loudly. I immediately grabbed COI Hendricks by the arm and tried to place her in the car. COI Hendricks stated that she was not going anywhere until she gets straight with COI Nelson because she was not a thief. COI Nelson came behind COI Hendricks yelling you got my money because it was in the car and you and I were the only ones in the car. I told COI Nelson to get in her car and drive down the road and to get this settle down the road off of state property. I told them not to do this in front of everybody and that this shit is going to be all over the prison. Both stated that where not going anywhere until they got it straight. I told COI Nelson that if it was over a \$100 dollars that I would give her a \$100 dollars.

COI Nelson stated that it wasn't about the money. After
After arguing about 2 minutes COI Nelson and COI Hendricks
got into COI Nelson's car. The loud arguing had ceased.
COI Colbert who had left the institution had come
back to the parking lot, parked her car in front of COI
Nelson's car got out of her car and walked to the
driver's side where COI Nelson was sitting yelling
I'm not going to let you jump on my friend and we
are not studying you. COI Hendricks got out of the car
and said this ain't got nothing to do with you Ms. Colbert
COI Nelson jumped out of the car and told COI Colbert
to go home. COI Colbert went back to her car and
pulled off her jacket and pulled her shirt out and told
COI Hendricks to bring it on. COI Colbert began to walk
towards COI Hendricks. Using COI Hendricks calling her
Bitches and whores. I observed the female civilian in
COI Colbert's car open the passenger door and get out and open
the back passenger door of COI Colbert's car. COI Colbert
continued to walk toward COI Hendricks. COI Nelson was
standing next to the passenger's side of COI Hendricks car.
COI Hendricks then reached in the driver's side door and
grabbed a pocket knife. COI I then immediately
grabbed the knife from COI Hendricks and dropped the
knife back in the door, and pushed COI Hendricks

back into her car. CoI Gilbert stated you see that the bitch had to get a knife for me, CoI Hendrick had pulled out of the parking lot. CoI Nelson had immediately followed CoI Hendricks. After the incident I had ran to assist Lt. Tchernavira Blackmon who had fallen. After checking on Lt. Blackmon I departed the parking lot.

A handwritten signature in black ink, appearing to be 'K. R.' followed by a horizontal line.

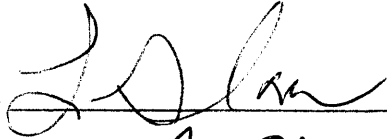
INCL. 5

**PETITION FOR COI FELICIA HENDRICKS TO
REMAIN WITH THE DEPARTMENT OF
CORRECTIONS**

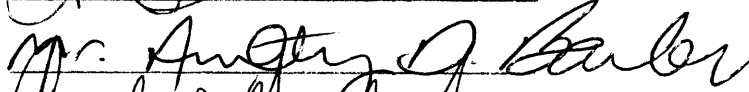
1. [Signature]
2. Natue Bailey Wm.
3. COI Calvin Banks
4. Charles Seckman COI
5. Eric Richardson COI
6. Kim P. COI
7. Kevin Wallace COI
8. Lernani Graves Wm
9. Frankie Brown COI
10. Wallace Ray Jr
11. [Signature]
12. [Signature] COI
13. Latrika Henderson Wm
14. David P. Pugh, COI
15. [Signature]
16. Cynthia M. Butler, WSA I
17. [Signature] COI
18. [Signature] COI
19. Curtis Thomas COI
20. [Signature]

21. Alfreda Delaney LPA
22. John F. Richardson COI
23. Gary Arch COI
24. Leonard Cannon COI
25. Leonard Cannon COI
26. Tommy Lee COI
27. To SS COI
28. Robert Young COI
29. B. Clay COI
30. J. H.
31. Ronald S. Gil COI
32. Alvinna Bowd RN
33. Mary Janett
34. Charm Hall
35. Conan Jones
36. Leonard Moore
37. William H.
38. Yusuf A. Hasan
39. Nathaniel B.
40. Alvin Lee
41. Antoni Amor
42. Light Jones
43. Michael J. Tru

44.



45.



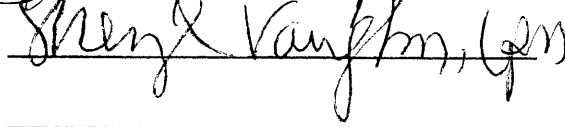
46.



47.



48.



49.

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55.

GRIVANCE COMPLAINT FORM FOR STEP I **

PLEASE CIRCLE CAUSE OF COMPLAINT:

Race Color Sex Religion National Origin Retaliation Age Disability
Other (specify) Information Clarification

DATE: February 17, 2005

NAME: Felicia Hendricks

SSN: 420-98-2608

CLASSIFICATION: Correctional Officer I

INSTITUTION: Kilby Section/Shift: 2nd

SUPERVISOR'S NAME/POSITION: Tchernavia Blackmon, COSI/ Kenneth Cash, COII

DATE OF OCCURRENCE CAUSING THE COMPLAINT: February 10, 2005

NATURE OF COMPLAINT: On 2-10-05 at approximately 10:05 p.m., in the parking lot at Kilby Prison, Officer Felicia Hendricks was in discussion in Officer Latoya Nelson's vehicle on some money that was lost or disappeared. At approximately 10:14 p.m., I, Officer Hendricks was approached by Officer Lilkenya Colbert and a civilian who was driving her (Colbert) car which had left Kilby Institution and returned. Officer Colbert exited her (Colbert) car and approached Officer Nelson's car and starting making threatening remarks toward Officer Hendricks, who had left Officer Nelson's car for her (Hendricks) car persued by Officers Colbert, Nelson, and an unidentified female who was driving Officer Colbert's car. At approximately 10:15 p.m., Officer Hendricks felt/ threthened by the three individuals and took a small knife out of the driver door of Officer Hendricks' car to ward off the aggression of the three people mentioned above.

REMEDY SOUGHT: A thoroughly investigation of the events on 2-~~10~~-05, further information may be obtained from: Officers K. Penn, R. Pettaway, J. Craig, M. Anderson, M. Armstrong which will shed more light on this unusual occurance that may exonerate Officer Hendricks from the alleged allegations. Based on Administrative Regulation # 205, bidding on shift institution and days off was elected for Kilby and Second Shift. Officer Hendricks wish to remain at Kilby based on being a single parent with two daughters and being established in the Montgomery area and having a trailer.

COPY OF STEP _____ AND **

Felicia Hendricks 2/17/05

DECISION ATTACHED

EMPLOYEE SIGNATURE/DATE

DECISION AT STEP _____ *

SIGNATURE/TITLE/DATE

**ENTER APPROCIATE STEP NUMBER AND ATTACH COPY OF PREVIOUS STEP IF
PROCEEDING TO HIGHER STEP

ANNEX B

AR206 – February 22, 2000